

Establishes and Maintains Agreements

Lloyd Sain, Jr., Ed.D., MCC

The Coach-Leader

- partners with the educator and relevant stakeholders to create clear agreements about the coaching relationship, process, plans, and/or goals.
- Establishes agreements for the overall coaching engagement over time and for each coaching session or meeting.

<p>For the Coaching Engagement Over Time</p>	<p>Establishes and Maintains Agreements</p> <ul style="list-style-type: none"> ✓ To establish an overall coaching plan and goals. ✓ To determine coach-coachee compatibility 	<ol style="list-style-type: none"> 1) <i>How would you like me to support you today?</i> 2) <i>What goals do you have for your teaching/ leadership?</i> 3) <i>What has informed or made these goals important to you now?</i> 4) <i>What requests do you have of me to listen for specifically?</i> 5) <i>How do you want me to help you with your thinking on these goals/this goal?</i> 6) <i>How shall we observe confidentiality?</i>
<p>For the Individual Coaching Session or Conversation</p> <p>Outcome = what the person wants to achieve in this session</p> <p>Measure of Success = How will we know we have achieved what the coachee wanted</p>	<ul style="list-style-type: none"> ✓ To manage the time and focus of the session. ✓ To identify or reconfirm <u>the outcome</u> for this conversation. ✓ To identify or reconfirm the <u>measure of success</u> for this conversation. ✓ To identify the importance of the this focus and/or what needs to be resolved or addressed (i.e., what barriers are you way? What's keeping you from being ...? Why is this topic important to today?) 	<p>TIME</p> <p>How much have you set aside for our meeting?</p> <p>OUTCOME</p> <ol style="list-style-type: none"> 1) What do you want to achieve in this session? 2) What would you like to accomplish in the next 30 minutes that would make for a successful session? 3) What's the question you asking yourself about this topic? <p>MEASURE OF SUCCESS</p> <ol style="list-style-type: none"> 1) What will you have at the end you don't have now? 2) What would have changed for you by the end or in this session conversation?

<p>How to End the Session That Facilitates the Coachee's Growth and Learning</p>	<ul style="list-style-type: none"> ✓ To design goals, actions, and accountability measures that integrate and expand learning. ✓ To summarize learning and insight within or between sessions. ✓ To end the coaching relationship in a way that honors the experience. ✓ To close the session. 	<ul style="list-style-type: none"> ✓ What are your next steps? ✓ What is getting clearer for you than when we started? ✓ How will you hold yourself able to get it done? ✓ What is your timeline? ✓ What are you learning about yourself? This situation? ✓ What else do we need to do to help you feel complete with this conversation? ✓ What is your takeaway? ✓ How shall we celebrate your thinking? Our time together? ✓ How shall we end?
<p>In the Moment Partnering</p>	<ul style="list-style-type: none"> ✓ Where shall we go next? ✓ What would be most helpful for you to explore next or do? ✓ How are we doing so far with what you wanted? ✓ What is coming up for you now if you would like to share? 	
<p>Additional Notes</p>		